



Spotlight on: Recruitment and retention

Helping South East London ICS
improve recruitment and retention
with Machine Learning



The challenge

NHS Trusts are dealing with a well-documented staffing crisis, with challenges including:

- Retaining rare skillsets
- High training and onboarding costs
- Boosting retention rates
- Mentoring and upskilling

Oceansblue provides a cutting-edge solution to overcome these challenges and drive cost efficiencies.

Our success stories include **South East London ICS (SEL ICS)**, which approached Oceansblue and commissioned a Discovery Audit of all of its six Trusts to optimise its recruitment and retention practices.

Recruiting a registered nurse: **£12K**

Average Trust churn rate: **12%**

With 5000 staff (of which 600 are registered nurses): **£7.2M/year***

*data from NHS Shared Business Services

Tackle staffing challenges with Machine Learning and deep analytics

Trusts are seeking to stand out by focussing on ensuring staff wellbeing and fair working conditions to improve retention.

In this context, Machine Learning can provide Trusts with the insights they need to make sense of the complex healthcare staffing system and make informed decisions.

With the right data at their fingertips, Trusts can access actionable information, such as:

- **Predictive churn modelling:** forecasting staff at risk of resignation – and why – so that Trusts can take action with targeted retention measures
- **Future demand vs. capacity modelling:** monthly predictions to support recruitment planning, considering recruitment and induction timeframes so new staff are fully effective just in time to meet demand
- **Staff charter for fair working:** an interactive scorecard that helps ensure fair working compliance to tackle real or perceived inequalities, looking at 20+ factors (including staff request denials)
- **Pay bill wastage:** focused reports to highlight unnecessary overspend, so that budgets can be redirected to cover recruitment, training and promotion costs
- **Recovering lost hours:** insights on ways that hours that have been contracted but not worked. Support via automation to prevent this leakage and reduce the root demand for extra staff.





Ensure compliance while driving costs down

Our flagship solution, **Ward Guardian**, delivers crucial key benefits:

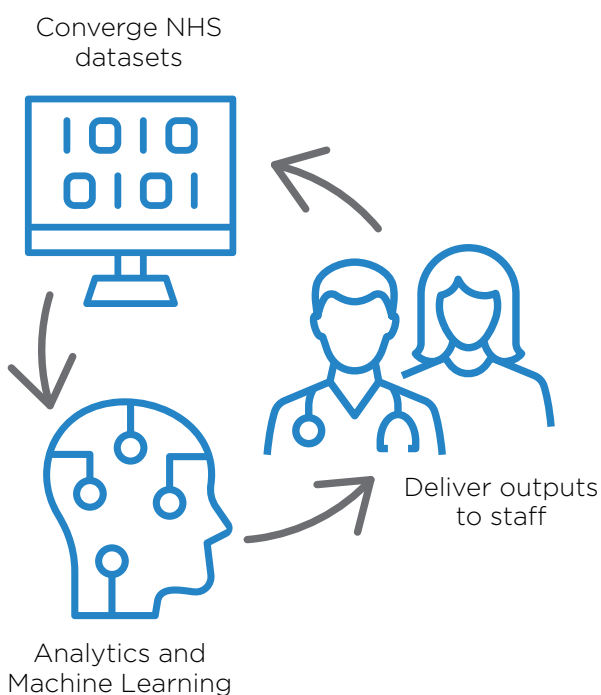
- **Reduced firefighting and redeployments:** actionable guidance to support effective rostering and reduce redeployment, with suggested actions delivered in natural language
- **Improvement in planned staffing compliance:** support for effective roster planning to reduce agency costs, increase planned staffing compliance, and boost job satisfaction among staff
- **Leading indicator KPI compliance:** unit scorecards based on metrics that predict good rostering outcomes. They provide e-rostering teams with insights on units needing ad hoc support, including information on roster approval compliance.



Make data silos a thing of the past

At Oceansblue, we converge core NHS datasets into our hub and apply Machine Learning to overcome the “data in silos” challenge and shed light on the operational complexities that drive churn.

Our structured approach supports Trusts eager to exploit the power of machine learning to improve their retention rates and boost staff morale.



About Oceansblue

We offer artisanal data science services to NHS Trusts, helping them improve their digital maturity and optimise their workforce systems.

For over a decade, we've applied our deep-mining approach to converged NHS datasets, supporting Trusts in taking advantage of Machine Learning to solve their workforce-related challenges.



We're proud to be an Allocate partner, with a focus on Machine Learning. We work closely with their teams to seamlessly deliver a collaborative service.

We are an accredited and approved G-Cloud supplier, ensuring our pricing is transparent and our procurement processes are straight-forward.

Our work in the NHS:

www.oceansblue.co.uk/projects

Event page and demo registration:

www.oceansblue.co.uk/summit

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